



**KSEB**  
കേരളത്തിന്റെ ഉറപ്പുള്ളതും

## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

Registered Office: Vydyuthi Bhavanam, Pattom

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### ABSTRACT

KSEBL - Guidelines for Online General Transfer of the Middle-Level Officers - Modifications suggested in connection with certain provisions of the existing Guidelines – Sanctioned – Orders issued.

### CORPORATE OFFICE (PERSONNEL)

**BO (FTD) No. 84/2023 [PS1 (A)/OLGT-2023/GL for Middle Level Officers] Dated, TVPM: 27-02-2023**

Read: (1) BO (FTD) No. 2062 [EB 7/General Transfer/Officers/2017] dated, TVPM, 11.08.2017.

(2) BO (FTD) No. 386/2022 [PS1 (A)/OLGT-2022/ Guidelines for Officers] Dated, TVPM: 07-05-2022.

(3) Note No. EB7/Gnl/GT-2023/2022-23/294, Dated: 03-12-2022, of the Chief Engineer (HRM), KSEBL.

(4) Note No. PS 1 (A)/OLGT-2023/Guidelines for Workmen & Officers, Dated: 18-01-2023, of the Chief Personnel Officer.

(5) Note No. PS 1 (A)/OLGT-2023/Guidelines for Workmen & Officers of KSEBL, dated: 03-02-2023 of the Chief Personnel Officer [Agenda Item No. 40/2/23].

### ORDER

Kerala State Electricity Board Limited [KSEBL] switched over to an 'Online General Transfer System' for carrying out the Transfer & Postings of its Officers up to and including the rank of Assistant Executive Engineer/ Assistant Accounts Officer/ Assistant Finance Officer/ Senior Fair Copy Superintendent/Junior Personnel Assistant/ Regional Personnel Officer & Public Relations Officer, from 2017 onwards. The Procedures to be followed for ensuring the transparency and smooth conduct of the General Transfer of Officers through online processing, formulated as per the Board Order read as 1<sup>st</sup> above, are being revised year by year {vide the BO (FTD) No. 555/2018 [PS - I (A)/ 13/ General Transfer/ Officers/ 2018] Dated: 01.03.2018, BO - D (G, C & HRM) No.714/2018 [PS - I (A)/13/ General Transfer/Officers/ 2018] dated: 16.3.2018, BO (FTD) No.323/2019 [PS1 (A)/64/ 2019/ General Transfer/ Officers] dated: 12.04.2019 & BO (FTD) No.120/2020 [PS1 (A)/3214/GT/Guidelines for Officers] Dated, TVPM: 22-02-2020 with 2 Addendums, as per BO (FTD) No. 241/2020 [PS1 (A)/ 3214/GT/Guidelines for Officers] Dated, TVPM: 27-03-2020, Office Order [D (D, IT & HRM)] No.1012/

2020 [PS1 (A)/ 3214/GT/Guidelines for Officers]/ Addendum II, Dated, TVPM: 23/07/2020 & BO (FTD) No.462/2021 [PS1 (A)/2998/GT/Guidelines for Officers] Dated, TVPM: 22-05-2021} and the existing Guidelines for the Online General Transfer of the Officers (*herein after referred as Guidelines for Transfer*) was issued as per the Board Order read as 2<sup>nd</sup> above. As so, 'Transfer & Postings' in respect of the Officers of KSEBL could be completed in time, exclusively through online processing, with the receipt of lesser no. of complaints, as against the previous years.

During the meeting held on 02-12-2022, the Chairman & Managing Director of KSEBL had instructed that the Online General Transfer Orders of the 'Officers up to and including the rank of Assistant Executive Engineer/ Assistant Accounts Officer/ Assistant Finance Officer/ Senior Fair Copy Superintendent/ Junior Personnel Assistant/ Regional Personnel Officer and Public Relations Officer of KSEBL (hereinafter referred as Middle-Level Officers)' shall be released by the Chief Engineer (HRM), on or before 31<sup>st</sup> March of every year.

Subsequently, as per the Note read as 3<sup>rd</sup> above, the Chief Engineer (HRM) insisted for some congenial changes, to be incorporated with some existing provisions of the Guidelines for Transfer; based on the hardships experienced while carrying out the Online General Transfer 2022 of the Officers of KSEBL, along with the proposed Schedule for the ensuing Online General Transfer.

The draft Guidelines for the Online General Transfer of the Middle-Level Officers of KSEBL, based on the suggestions put forth vide the Note dated: 03-12-2022 of the Chief Engineer (HRM), as well as the outcome of the discussions held on the matter, denoting the provisions to be revised, were submitted to the Chairman & Managing Director of KSEBL, vide the Note read as 4<sup>th</sup> above and it was ordered to place the same before the Full Time Directors of KSEBL, for its approval.

Accordingly, as per the Note read as 5<sup>th</sup> above, the 'Draft revised Guidelines for the Online General Transfer of the Middle Level Officers of KSEBL' was placed for the consideration of the Full Time Directors meeting held on 17-02-2023 and it was resolved to accord sanction for modifying the existing Guidelines for the Online General Transfer of the Middle Level Officers of KSEBL, by incorporating the proposed congenial as well as viable changes.

The Revised Guidelines for the Online General Transfer of the Middle Level Officers of KSEBL, as detailed hereunder, will come into force with immediate effect, superseding all Orders & Circulars, issued earlier in this regard.

#### L. Definitions

1. Station: - Station means any Revenue District in Kerala.
2. Domicile Station: - Domicile Station means the revenue district in which the place of domicile of the Officer is located.

3. **Adjacent Station:** - Adjacent Station means the revenue district/s sharing borders with the Domicile Station. [Annexure - I]
4. **Place of domicile:** - Place of domicile means the area covered by the geographical jurisdiction of an Electrical Section which is declared by each Middle Level Officer as his place of domicile.
5. **Index:** - Index is a unique number arrived as per the formula indicated in Sub Clause 9 in Clause II of these Transfer Guidelines.
6. **Definition related to the Flagged post,** deleted.
7. **Protection:** - Protection means retention/ posting of an Officer irrespective of the index.
8. **Cluster of Offices (Zonal):** - Cluster of offices (Zonal) means all offices coming under the geographical jurisdiction of each Distribution Region.
9. **Assigned Post:-** Assigned post is the number of posts identified in each category in a Station on the basis of priority in filling the places during a particular general transfer for even distribution of workforce. The requests for transfer can be submitted only to the assigned posts existing in a station, excluding the medical/ other protected posts and flagged posts.
10. **Distance:** - The shortest road distance in kilometers (generated from the Google Map/ GIS applications) between the office where the officer worked/ is working and the Electrical Section which is declared by the officer as his/ her domicile Electrical Section. In the case of Officers working at the Liaison Office, Delhi the distance taken for calculation of the index will be limited up to the longest road distance across two places in the North and South of Kerala. Distance of below 8 km will be taken as 8 km for the purpose of Index calculation.
11. **Period:** - The actual number of days spent on duty in a particular office by an officer during his/her service in KSEB Ltd. All kinds of leave, except Leave without Allowance, taken up to a maximum period of 30 days in a calendar year will also be treated as duty for the purpose of transfer. The period spent on foreign employment will not count as qualifying service for the calculation of the index for transfer. The index during the period spent on deputation will be calculated at 8 km. However, the period spent on working arrangement in KSEB Limited will be considered for calculation of the index and in this case, the index will be calculated on the basis of the office where he/ she is working on the working arrangement. However, the transfer of all Officers will be effected from their lien office.
12. **Posting Strength:** - The Online General Transfer Proceedings in respect of the Middle-Level Officers, will be commenced, only after deriving Office wise Posting strength of each Cadre, which is fixed temporarily on the basis of the working strength on a particular date, preferred by the Posting Strength Committee, purely for conducting the General Transfer of the Middle-

Level Officers, for that year. The object of Posting Strength is the equal distribution of available manpower across the state on the exigency of service and public interest. In order to derive the Office wise Posting Strength of each cadre of Middle-Level Officers, the 'Posting Strength Committee' shall be constituted at the beginning of every year, including the following members:

(i)	Chief Engineer (HRM)	-	Chairman
(ii)	Chief Personnel Officer	-	Convener
(iii)	T.A to the CMD	-	Member
(iv)	T.As of all Directors	-	Members
(v)	Deputy Chief Engineer (HRM) I	-	Member
(vi)	Administrative Officer, O/o the CE(HRM)	-	Member
(vii)	Officers concerned from IT Wing	-	Member

The 'Principles of Natural Justice' shall be upheld by the Committee, while fixing the Office-wise Posting Strength of each and every cadre of the Middle-Level Officers of KSEBL.

Note:

- (i) Posting Strength should be finalized and published, well before inviting applications for the ensuing Online General Transfer of the Middle-Level Officers of KSEBL.
  - (ii) No change will be allowed, at any level, after finalization as well as publishing of the Posting Strength of Middle-Level Officers of KSEBL. However, the Posting Strength Committee is empowered to review and reassign the Posting Strength once published, in exigencies, with the concurrence of concerned Directors.
  - (iii) Middle-Level Officers working as System Supervisors, Nodal Officers and those who are posted on supernumerary basis, as per the Persons with Disabilities Act have to be considered, while finalizing the Posting Strength.
  - (iv) Basic data for fixing the Posting Strength, prepared by the Chief Engineer (HRM) shall be placed before the Posting Strength Committee. The necessary Module shall be prepared by the IT Wing of KSEBL.
13. Excess re-posting: - If the Posting strength in respect of a particular category attached to an Office becomes lower than the working strength; the excess strength identified in this regard will be suitably deployed, through carrying out the process of Excess re-posting; i.e., by transferring the Middle-Level Officers belonging to the category, having a low index, from that Office to the nearest offices, wherein sufficient vacancies existed.

## II. Transfer Norms

1. As far as possible, all General Transfer Orders shall be issued by 31<sup>st</sup> March of every year to coincide with the academic annual vacation.

2. Generally, all requests for general transfer/protection shall be made online in the HRIS, on or before 15<sup>th</sup> February. System-generated printouts of the transfer application along with attested copies of supporting documents for protection/preferential claim (if any) shall be submitted to the concerned ARU on or before 18<sup>th</sup> February. The hard copy of the transfer request shall not be forwarded to the Chief Engineer (HRM). Transfer requests and supporting documents shall be kept in the safe custody of the ARU head for a period of 2 years and shall be disposed of, after 2 years. However, applications involving litigations shall be retained until the case is disposed of.
3. As far as possible, Middle-Level Officers will be posted near their place of domicile.
4. For the purpose of transfer, a Middle-Level Officer will be permitted to change the place of domicile only two times during his/ her entire service. However, ladies will be permitted to change their place of domicile, two more times in addition to the above two chances, on production of valid certificates.

If the place of domicile of a Middle-Level Officer has been changed, consequent to the bifurcation of his/ her domicile section; the same will not affect his/ her eligibility for changing the place of domicile, twice, on valid grounds.

Request for including retrospective changes relating to the place of domicile in the HRIS will not be entertained, unless the fact of such domicile change had been recorded in the Service Book, in time.

Note:-

In order to change the domicile as per norms, the Middle-Level Officers who intends to change the domicile shall produce sufficient documents to prove the condition that he/ she has opted. After having scrutinized the Application & allied documents submitted by the Middle-Level Officers, the Head of ARU shall upload the same in the HRIS, so as to make available the Application & allied documents to the Office of the Chief Engineer (HRM) for perusal and final approval in respect of the above, shall be given by the Chief Engineer (HRM), after verification.

5. Any change required in the place of domicile shall be made before 10<sup>th</sup> January i.e., before the commencement of the process of Online General Transfer.
6. Workmen who have been promoted to a post in the officer category will also be allowed to change the place of domicile twice if they have not enjoyed the facility while working as workmen. If they have already availed the facility twice while working as workmen; one more chance will be given to them, being Officers, for changing their place of domicile.
7. The districts other than the domicile districts, wherein the Officers completed more than 3 years of service will be treated as their Deemed Domicile. The benefit of taking actual distance

from the place of domicile of Officers to the deemed domicile office, wherein they are working, will be limited only for first 3 years of their service at that station. In case an Officer who transferred out from his/her deemed domicile station is posted again at the same station, after 2 years, as per his/ her request; provisions of deemed domicile will be set in motion, only after 3 years, from the date of his/ her rejoining at that station. Whereas, in the case of an Officer who returns to the deemed domicile station, within 2 years from the date of his/ her relieving from that station; provisions of deemed domicile will be activated right from the date of his/ her rejoining at that station. The provisions of Deemed domicile will not be applicable to those Officers who are working in the SLDC, Communication, Relay & PET and the Generating Stations, except KDPP & BDPP.

8. The restriction as stated in clause II (7) will be applicable to the Officers working in the Civil Wing, except the Officers, whose domicile station and working station are situated in the same cluster as mentioned under Clause III (17) and working in northern districts (Thrissur, Palakkad, Malappuram, Kozhikode, Wayanad, Kannur & Kasaragod).
9. The General transfer will be conducted each year on the basis of an Index published during that year. The index of an officer will be calculated for the entire service of an officer by applying the formula as given below:

$$I = W1 * W2 * W3 (\text{Sum of } P_{ij}D_{ij} (r)^i * W4), \text{ where}$$

$$i = 0 \text{ to } N - 1, (N \text{ is the total years of service})$$

$P_{ij}$  = Number of days of service at a particular station/ office in 'ith' year of service in the 'jth' spell.

$D_{ij}$  = Distance in 'ith' year of service in the 'jth' spell.

$r$  = A constant with value of 0.75

Weightage will be given in the following cases:

- i. Gender weightage (W1)
  - i. Male - 1
  - ii. Female - 1.2
  - iii. Trans gender - 1.5
- ii. Medical Weightage (W2)- It is calculated by the following formula
 
$$1 + 0.5 * bt/bk,$$
 where 'bt' is the number of applicants behind the particular applicant applied and accepted for medical protection in that Station and 'bk' is the total number of accepted applications for medical protection in that Station. The value of 'W2' may vary from 1 to 1.5.

Note: - (i) The weightage to be given in each case will be decided as per ranking made by the Committee constituted for this purpose.

(i) In case there is only one applicant for medical weightage in a station, a value of 1.5 may be given to the applicant considering the severity of the disease.

- iii. Retirement Weightage (W3) – Retirement weightage will be calculated as per formula  $36/x$ , where 'x' is the number of months remaining for retirement. If an officer got service beyond 18 months at the time of calculating index, this weightage will not be admissible. Part of a month will not be taken for calculation of index.
- iv. Office Preference Index (W4) - It is calculated with the formula  $W4 = 1 + K$  (No. of requests for transfer out - No. of requests for transfer in)/Assigned Posts in the Office cluster. The value of K will be taken from Annexure/ provided by the sub-committee.
- v. Office Preference Multiplier (K) – The Official Committee constituted for the revision of K factor/ Office Preference Multiplier will conduct a comparative study based on the factors such as remoteness, terrain, ease/ difficulty of accessibility etc. and recommend realistic 'K values' for all the Offices of KSEBL, for the 'Online General Transfers in respect of the Officers of KSEBL' to be conducted from 2021 onwards.

10. Protection will be considered in the following cases.

- a. Widow (Till re-marriage)
- b. Widower (Till re-marriage or for a term of 10 years from the date of demise of spouse, whichever is earlier)
- c. Differently abled Officer having more than 60% disability/ Spouse having more than 80% disability.
- d. Middle Level Officers having Permanent disability due to accidents/illness.
- e. Middle Level Officers, having differently abled children.
- f. Middle Level Officers suffering from severe illness.
- g. Middle Level Officers, whose Spouse/Children suffering from severe illness.
- h. The 'Director Board Members' of Electricity Board Employees' Co-operative Societies belonging to the cadres of Middle Level Officers will be posted conveniently/ protected in their existing places, irrespectively in connection with the 'General Transfer of the Officers' or in connection with the promotion granted to them to the Higher Cadres of Middle Level Officers; strictly based on the requests received from the Secretaries of the concerned societies. List of 'Director Board Members' of the societies, to whom protection is required should be submitted to the Chief Personnel Officer, every year,

well before the date of inviting applications for the ensuing Online General Transfer of the Officers of KSEBL and the List of Officers, to whom protection is provided in this regard should be published prior to the invitation of applications for the Online General Transfer. However, the Middle Level Officers concerned can enjoy the aforesaid benefit, only for a single term of 5 years (during his/her entire service), comprised with their first tenure, as Director Board Members' of Electricity Board Employees' Co-operative Societies. The fact of availing such protection shall invariably be recorded in the Service Book, by the concerned and marked in the HRIS software by the Chief Personnel Officer. [Employees' Co-operative Society means Society registered under the Kerala Co-operative Societies' Act 1955 in which all categories of employees (Workmen and Middle Level Officers & Higher Level Officers) of KSEB limited are members].

- i. Inter-caste married officers for the first 5 years from the date of marriage.
- j. Central Office bearers of recognized Associations of Officers, subject to a maximum of 3 numbers from each Association, which is inclusive of the protection to be provided in this regard, as per the related provisions of the Guidelines for the Online General Transfer of the Higher Level Officers of KSEBL (if applicable). The List of Central Office Bearers of recognized Associations of Officers, to whom protection is required should be submitted to the Chief Personnel Officer, every year, well before the date of inviting application for the ensuing Online General Transfer of the Officers of KSEBL and the List of Officers, to whom protection is provided in this regard, shall be published prior to the invitation of application for the Online General Transfer.
- k. Officers belonging to Scheduled Castes & Scheduled Tribes will be retained in their domicile station for a continuous period of 5 years and the said protection will be provided during each and every time he/ she returns from other station to his/ her domicile station. The System itself will capture the details of the Officers belonging to Scheduled Castes & Scheduled Tribes, from the data available in the HRIS and protect them by default, as mentioned above. Hence, no need to apply for by the concerned, for securing such protection.
- l. Officers who have legally adopted child/children will be protected for a continuous period of 5 years from the date of adoption. If both the parents are Board employees, protection will be available to one employee only, of their choice.
- m. Officers who are pregnant/on maternity leave will be protected in their working office. Priority will be given to such Officers, for protection to their requested station.
- n. Mother of baby will be protected till the child attains the age of 2 years.
- o. Employees undergoing treatment for the primary infertility will be protected for a continuous term of 10 years from the date of marriage or the birth of a child, whichever is earlier. Medical Certificates from the appropriate authorities obtained within 6



months prior to the date of commencement of submission of application for general transfer only will be considered for the purpose.

- p. Administrative protection in respect of the Middle Level Officers belonging to the offices of the Directors/ Chief Engineer (HRM), if necessary, will be considered to one person only. upon recommendation of the concerned Director/Chief Engineer (HRM). Administrative protection to the Middle Level Officers working in the field will be considered on case by case, only if the presence of that officer is inevitable for the completion of a particular work/ project, scheduled for completion during that year. The list of Officers provided with Administrative protection shall be published well before inviting applications for the ensuing General Transfer and further requests will not be entertained. The number of Administrative protection to be provided to the officers shall be limited to the bare minimum and the list of Officers coming under the Administrative Protection should be approved by the Full Time Directors of KSEBL, before it is being published.
- q. Active Sports Personnel (Middle Level Officers) will be protected from the Online General transfer based on the specific recommendation of the Sports Co - Ordinator, submitted to the Chief Personnel Officer, every year, well before the date of inviting application for the ensuing Online General Transfer of the Officers of KSEBL and the List of Officers, to whom protection is provided in this regard should be published prior to the invitation of application for the Online General Transfer.
- r. Those who are to retire from service within one year, as on 31<sup>st</sup> May will be protected within their domicile station. The System itself will capture the details of such Officers, from the data available in the HRIS and protect them at their working Office by default, as mentioned above. Hence, no need to apply for by the concerned, for securing such protection, unless otherwise any Office change to their domicile section is required.
- s. Legally divorced Officers, if he/she is the custodian of child/children, will be protected from general transfer in the place of domicile until re-marriage or the youngest child attains the age of 18 years, whichever is earlier.
- t. Ex-service men joining in KSEB Limited as officers will be protected from the general transfer for a period of 5 years from the date of entry into service once in their entire service.
- u. Officers in the IT Wing who are actually performing the duties of Programmers, System Administrators, System Supervisors and those engaged for testing of software will be transferred within the IT Wing.
- v. Nodal Officers (Litigation) will be protected from the general transfer for a period of 2 years from the date of appointment.

w. Middle Level Officers who are trained and posted to Communication and Relay Wings shall be transferred within the respective wing, for utilizing their utmost proficiency.

Note:-

- (i) Priority in fixing the protection under Clause 10 (c) will be in the order of Officers and then Spouse.
- (ii) Protection available to severe illness will be restricted to 3% of the assigned posts in each category in a Station. The priority in fixing the protection, under the clauses 10(f) and 10(g) will be in the order of Officers and then Spouse.
- (iii) As far as possible, the persons eligible for nominated protection will be posted in the place recommended for, subject to availability.
- (iv) While calculating the percentage of above Note, fractions, if any, will be rounded off as fraction 0.5 and above will be rounded to next higher integer, whereas below 0.5 will be rounded to the lower integer, subject to minimum of 1.
- (v) Medical protection shall be limited to the domicile station or to the station at which the medical treatment is being carried out. The Chief Engineer (HRM) will be the Authority competent to protect an Officer within a station other than the domicile, taking into account the records relating to medical treatment.
- (vi) Under any circumstances, the number of Officers to be protected in a particular station shall not be exceeded 50% of the posting strength.

11. Applications for the Medical protection under clauses 10 (f) & (g), submitted through the HRIS, will be verified by the Office of the Chief Engineer (HRM), for fixing medical weightage, strictly based on their merit, so as to prepare a priority list of the most deserving, to whom the Medical protection can be extended, as per norms. The percentage of medical protection available to the officers working in the Corporate Office will be confined to the Posting Strength of the Corporate Office only. The total protection provided on medical grounds shall not exceed the limit prescribed in Clause 10, Note (ii) above.

12. The protection on behalf of Central Office Bearers of Associations of Officers, Director Board Members of Electricity Employees' Co-operative Societies & Active Sports Personnel will be granted by the Chief Personnel Officer and protection in respect of all remaining categories of officers will be granted by the Chief Engineer (HRM), after proper scrutiny and district-wise list of officers eligible for protection will be published each year.

13. The posting to a Station will be done in the following order of priority.

- a. Postings based on the Administrative Decisions arrived at.

The Postings necessitated in the offices of the Directors/Chief Engineer (HRM) etc. on the basis of the Administrative decisions, will be provided to one person only on the recommendation of concerned Director or the Chief Engineer (HRM). Postings in the field offices with necessary backing of Administrative decisions will be considered on case by case, only if the presence of that officer is inevitable for the completion of a particular work/ project scheduled for completion during that year. Such postings shall invariably be done before the General Transfer orders are issued and no further cases on behalf of the same, will be considered thereafter.

Note:- All the important posts belonging to the Generating stations, Transmission Line Construction, System Operation & other Offices of KSEBL, will be flagged under Administrative protection by the Full Time Directors, which would be outside the ambit of Online General Transfer.

- b. The posting of Central Office bearers of recognized Associations/ Active Sports Personnel (Officers)/ Director Board Members of the Electricity Board Employees' Co-operative Societies.
- (1) As far as possible, Central Office bearers of recognized Associations of Officers, will be posted conveniently, subject to a maximum of 3 numbers from each Associations. The total number of transfer-in Officers posted so during any particular General Transfer, as well as the Officers protected on behalf of the same during that year, should be maintained within the maximum limit of 3 numbers prescribed for each Association. The list of Central Office bearers of recognized Associations of Officers to whom transfer is required should be submitted to the Chief Personnel Officer, every year, well before the date of inviting application for the ensuing Online General Transfer of the Officers of KSEBL and the List of Officers, to whom transfer is provided in this regard, shall be published prior to the invitation of application for the Online General Transfer.
  - (2) Posting of Active Sports Personnel (Officers), will be done based on the specific recommendation of the Sports Coordinator of KSEBL, submitted well before the date of inviting application for the ensuing Online General Transfer of the Officers of KSEBL and the List of Officers posted so, shall be published prior to the invitation of application for the Online General Transfer.
  - (3) Generally, 'Director Board Members' of Electricity Board Employees' Co-operative Societies belonging to the cadres of Officers will be posted conveniently/ protected in their existing places, irrespectively in connection with the 'General Transfer of the Officers' or in connection with the promotion granted to them to the Higher Cadres of Officers; strictly based on the requests received from the Secretaries of the concerned societies. List of 'Director Board Members' of the societies, to whom transfer is required should be submitted to the Chief Personnel Officer, every year, well before the date of inviting application for the ensuing Online General Transfer of the Officers of KSEBL and the List of Officers, to whom transfer is provided in

in this regard, shall be published prior to the invitation of application for the Online General Transfer. However, the Officers concerned can enjoy the aforesaid benefit, only for a single term of 5 years (during his/her entire service), comprised with their first tenure, as Director Board Members' of the Electricity Board Employees' Co-operative Societies. The fact of availing such protection shall be marked in the HRIS software by the Chief Personnel Officer. [Employees' Co-operative Society means Society registered under the Kerala Co-operative Societies' Act 1955 in which all categories of employees (Workmen and Officers) of KSEBL are members].

c. Nodal Officers (Litigation) & Officers of the IT Wing.

- (1) Middle Level Officers engaged as Nodal Officers (Litigation) will be posted conveniently.
- (2) Middle Level Officers in the IT Wing who are actually performing the duties of Programmers, System Administrators, System Supervisors and those Officers engaged for the testing of Software will be posted within the IT Wing.

d. Provision related to the Flagged posts, deleted.

- e. As far as possible, Junior Officers will be posted conveniently, within their domicile station and allowed to continue at their place of posting for 3 years.
- f. Those who are to retire from service within one year, as on 31<sup>st</sup> May of succeeding year will be posted conveniently, within their domicile station.
- g. As far as possible, posting of Officers under the sub clauses of 10: (c), (d) & (e) will be done, as per their choice.
- h. As far as possible, posting of Officers under the sub clauses of 10: (f) & (g) will be done, as per their choice.
- i. Officers who are pregnant/on maternity leave will be protected in their working office if necessary/ posted conveniently. Priority will be given to such Officers, for transfer to their domicile station/requested station.
- j. Mother of baby will be posted conveniently, till the child attains the age of 2 years.
- k. Widow will be posted conveniently (Till re-marriage)
- l. Widower will be posted conveniently (Till re-marriage or for a term of 10 years from the date of demise of spouse, whichever is earlier)
- m. Officers belonging to the category of Scheduled Castes & Scheduled Tribes will be posted conveniently within their domicile station each and every time he/ she returns

from other station to his/her domicile station and allowed to continue at their domicile station of posting for 5 years.

- n. Inter-caste married officers will be posted conveniently, within the first 5 years of their date of marriage.
- o. Officers who have legally adopted child/children will be posted conveniently, for a continuous period of 5 years from the date of adoption. If both parents are Officers of KSEBL, this facility will be provided either to Father/Mother, as per their choice.
- p. Legally divorced Officers, if he/she is the custodian of child/children, will be posted conveniently in the place of domicile until re-marriage or the youngest child attains the age of 18 years, whichever is earlier.
- q. Ex-service men joining in KSEB Limited as Officers will be posted conveniently for a period of 5 years from the date of entry into service once in their entire service.
- r. As far as possible, Officers undergoing treatment for primary infertility will be posted conveniently and allowed to continue there for a continuous term of 10 years from the date of marriage or the birth of a child, whichever is earlier. Medical Certificates obtained from appropriate authorities, submitted to the concerned 6 months prior to the date of commencement of the submission of application for the General Transfer only will be considered for the purpose.
- s. All other Officers will be posted, subject to availability of vacancies/ exigency of service.

Note: -

- (1) Officers will be posted subject to the availability of vacancies, irrespective of the grounds, on which they are nominated.
- (2) While calculating the percentage as stated above, fractions, if any, will be rounded off as fraction 0.5 and above will be rounded to next higher integer, below 0.5 will be rounded off to next lower integer, subject to minimum of 1.
- (3) Postings based on Medical grounds shall be limited to the domicile station or to the Station, where medical treatment is being carried out. The Chief Engineer (HRM) will be the Authority competent to decide upon the posting of an Officer, within a station other than the domicile, on medical ground.

13 (A):- Posting to a station will be made in the following manner as per transfer requests and Index.

- i. 80% of the total assigned posts will be filled up from among the officers who declared a station as their Domicile Station.

- ii. 5% of the total assigned posts will be filled up from the combined list of officers belonging to a Domicile Station and Adjacent Station/s.
- iii. 5% of the total assigned posts will be filled up from the combined list of officers working in a particular Domicile Station and the concerned Cluster of offices (Zonal).
- iv. 10% of the total assigned posts will be filled up from the combined list of officers belonging to a Domicile Station and all other Stations in the State.

*Note: - Transfer to each quota mentioned above will be considered purely based on the index. If no sufficient eligible requests are received against the quotas mentioned under 13(A) (i) to (iii), such posts will be filled up from the State wide quota.*

14. An officer eligible to continue in the same station where he/she is presently working as per the transfer norms and has not completed 3 years in the presently working office, shall not be shifted in normal circumstances from that office, even if another officer having higher index request transfer to that office. This clause will not be applicable, if posting strength is being revised, in an adverse manner, with the concurrence of the Director concerned, as part of equal distribution of available man power across the state on exigency of service and public interest.
15. In each General Transfer, the gender ratio keeping the sequence of transfer : female : male, belonging to all Domicile Stations will be estimated. After issuance of the orders of General Transfer also, that minimum number of female officers will be retained in each category in their domicile station even if the index of female officers is relatively less than that of male officers. If the percentage of Male/ Female officers in a particular station is more than that of the opposite gender; such station packing may be done based on the Male/ Female ratio calculated after limiting the percentage of highest gender to 50% of the posting strength. The remaining vacancies in respect of the Officers will be filled purely based on the index.
16. The transfer and posting of officers shall be done on the basis of a seniority list prepared as per the index calculated in Clause 9 above. Officers having low index will be transferred out from a Station. If the index are equal, the following criteria will be adopted for tie-breaking in the order as specified below:
  - i. ST employees
  - ii. SC employees
  - iii. Age of the Officer based on Date of birth
  - iv. Seniority in service based on Date of entry in service
17. An officer to be transferred out can request transfer to any other districts. His/ her request will be considered subject to the norms applicable in the transfer guidelines.

### III. General conditions

1. All transfers and postings of officers will be done online through HRIS.
2. As far as possible, the cut-off date for calculating the index will be on the previous day of the date of effect of the transfer order and the cut-off date for retirement will be 31<sup>st</sup> May of every year.
3. Officers on leave shall also be considered for General transfer process, except Leave without Allowance taken for a continuous period of more than 6 months and maternity leave. Except on request, transfer will not be made during the currency of maternity leave.
4. Every year, category wise assigned posts in each station and the district wise ranking of the assigned posts in each category will be published. As far as possible, the date of publishing of assigned posts and ranking will be done on or before 27<sup>th</sup> January. These places will be open to all officers to apply for transfer.
5. The change in place of domicile of all Officers shall invariably be recorded in their Service Books and in the HRIS software, from time to time. No Officers shall misuse the facility for changing place of domicile. Any such instances noticed by KSEBL will be viewed seriously and proceeded against.
6. In each general transfer, at a time more than 50% officers working in the IT Wing as Programmers, System Supervisors & System Administrators shall not be transferred out. The vacancies thus arising in the said specialized wings will be filled up by suitable selection procedure fixed by KSEBL.
7. At least 50% of the Officers engaged for Operation & Maintenance works at 400 KV Sub Stations, LD Stations, Relay Sub Divisions, PET Sub Divisions, Communication Sub Divisions, TNMS, SCADA, Cyber Security, Line Maintenance & Hotline Maintenance Wings will be retained, in order to maintain continuity in the Operation & Maintenance Works, when majority of officers working in these offices get transferred out. For maintaining continuity, the list of Officers to be retained will be provided by concerned Chief Engineers of Transmission wing, as and when required and such lists shall be published and retention shall be effected by the Chief Engineer (HRM), well before inviting application for the ensuing Online General Transfer. In the absence of any such lists, Officers having lower index will be considered for such retention.

**Note:**

- (1) If any Officer/ Officers attached to critical/ specialized areas as mentioned above, have expressed their willingness to continue in the place, for the subsequent year

too, they may be allowed to continue there, only on the basis of the written consent in this regard, obtained from them.

- (2) Posting of the Assistant Engineers/ Assistant Executive Engineers to SCADA/ Cyber Security/ TNMS should be based on their Qualification and previous experience.
- (3) Assistant Executive Engineers/ Assistant Engineers posted as Operators/ Assistants to SLDC and backup LDC respectively, must have passed the Course of "Certified System Operator" being conducted by the NPTI, within a period of six months.

To ensure safe and optimum performance of power utility, it is essential to deploy expert manpower judiciously by engaging the right person at the right place and continued utilization of knowledge and skill by competent personnel on specified jobs.

- a) Ensure availability of personnel in at least 50% of technical places in the Major power stations with required training and expertise, along with 10 to 20 years of experience in Hydro Power Plants at all times, provided that the maximum period for which such Middle Level Officers can be utilized for shall be limited to 10 years. Similar system shall be followed in the Load Despatch Centers, Transmission Line Construction and operators of major Sub stations.
- b) Special conditions included for carrying out the General Transfer of Middle Level Officers from 2021 onwards, in line with the Draft Policy adopted for the same, by KSEBL, as per the B.O. (FTD) No.344/2021 (D.G.E/G3/General/2021-22) TVPM, Dated: 06-05-2021.
- (i) In all General Transfers, 50% of the staff belonging to the categories of Middle Level Officers of all Generating Stations (including those under construction), System Operation and Power System Engineering Wings shall be retained. In such cases, the number of Middle Level Officers to be transferred out from the station, as well as the number of Middle Level Officers requested for transfer to that station must be adjusted to an aggregate of 50% of the total Middle Level Officers attached to that station, so as to maintain the required staff pattern, after the conduct of each General Transfer.
- (ii) In the cases where Officers attached to Generating Stations (including those under construction), have expressed their willingness to continue there, for the subsequent year too; they may be allowed to continue there, only on the basis of a written consent, obtained in this regard from them.
- (iii) Middle Level Officers having necessary Qualification/ Training, as prescribed by the Central Electricity Authority (CEA), who are interested to serve in the Generation Wing, shall be posted to Generating Stations for a period not less



than 3 years and normally, those Officers will be permitted to opt for transfer only, only after completion of the period of 3 years.

Note:

(1) Officers who have attended ISTP Training / any other Expertise training will be retained in the respective field for the minimum period, as insisted vide the Training Manual (VIII. 25). The period of such training should be entered, by the concerned, in the HRIS.

(2) Officers having NABL Accreditation will be posted at the Meter Testing Units.

(iv) Assistant Engineers having ITI qualification alone, need not be considered for posting to Generating Stations.

Note:-

Circle Level Committees shall be constituted under control of the Deputy Chief Engineers' concerned, for selecting 50% of the Officers belonging to various categories, to be retained in line with the said Draft Policy, in each Generating Stations (including those under construction), involving the representatives of Associations of Officers and other Officers. All proposals in connection with the Section 7 (b) (i) & (ii) above, shall be placed before the Circle Level Committees and the recommendation of the Committee shall be forwarded to the Chief Engineer (HRM), along with necessary documents, through the Chief Engineer (Generation); prior to the publishing of the index, in connection with the commencement of General Transfer proceedings of each year.

8. An officer applying for transfer will be transferred and posted in accordance with the index and the order of his/ her choice, subject to satisfaction of other conditions applicable in the transfer norms.
9. The percentage, as mentioned in Sub Clause (13 a) of Clause II will be reviewed annually, if situation demands.
10. When new recruitments and promotions are made, their posting will be made only after filling the vacant places in a station with officers who requested for a transfer to that Station. While filling the vacant places in a Station after General Transfer, the index of the officer who applied for transfer at the time of consideration will be taken into account.
11. All requests for preference/ protection (disability/ illness/ pregnancy & Child birth/ Widow/ Widower/ adoption of child/ infertility treatment/ inter-caste marriage/ inter-religious marriage etc.) shall be supported by valid certificate issued by the competent authorities. If one or more claims of an Officer for protection exists / found to be considered, added priority

will be given to that Officer. In case any doubt arises regarding the genuineness of the certificate produced, it shall be referred to the Chief Vigilance Officer of KSEBL, so as to conduct a Formal Enquiry and submitting necessary Report before the concerned Director of KSEBL. Disciplinary action will be taken if any malpractice is detected.

12. As far as possible, Civil Engineers who have attained 52 years of age, will not be considered for posting at Hydel Projects/ Investigation works, without their requests.
13. As far as possible, the Electrical Engineers who have attained 54 years of age will not be considered for posting at Generating Stations, without their requests.
14. Middle Level Officers who have undergone training in any specialized area/higher studies at the Board's expenses will be posted to the concerned area for a minimum period of 2 years on return from training/ higher studies.
  - (a) From among the Middle Level Officers posted at the Generating Stations, those Engineers who have acquired 'Statutory Training' on 'Generation of Electricity' may be allowed to continue there, for more than 5 years; unless otherwise they have opted for the transfer out.
  - (b) In the cases where husband and wife are Middle Level Officers/ the spouse of a Middle Level Officer is an employee of KSEBL; both of them may be allowed to continue at a Generating Station, for not less than 5 years, as per their request.

Note:-

Suggestions vide 14 (a) & (b) are in line with the Draft Policy adopted by KSEBL, as per the B.O.(FTD)No.344/2021 (D.G.E./G3/General/2021-22) Thiruvananthapuram, Dated: 06-05-2021.

15. As far as possible, a Time line to be followed for the General Transfer of Officers shall be published by the Chief Engineer (HRM), as detailed below, on or before 1<sup>st</sup> December of every year.
  - a) Draft index will be published by 17<sup>th</sup> January.
  - b) Medical protection/index will be published before 17<sup>th</sup> January.
  - c) Station-wise assigned list & Category wise ranking of all assigned posts will be published by 27<sup>th</sup> January.
  - d) Online application menu will be opened from 1 - 15<sup>th</sup> of February.
  - e) Final Index will be published by 19<sup>th</sup> March.
  - f) Complaints, if any, can be filed up to 20<sup>th</sup> March.
  - g) Trial transfer list will be published by 21<sup>st</sup> March.
  - h) Final transfer order will be published by 26<sup>th</sup> March.
16. No officer shall be allowed to continue in an office after 15 days from the date of issue of transfer order. However, officers working in Generating Stations, 400/220 KV Substations,

LD Stations shall be relieved only with proper substitute arrangement. The IT Wing shall develop suitable mechanism for ensuring that the transferees are relieved of from their charges, automatically through the HRIS.

17. In the case of Civil Engineers, the districts of Thiruvananthapuram and Kollam together will be considered as a cluster and the districts of Alappuzha and Kottayam together will be considered as another cluster for the purpose of Online General Transfer. The Officers with domicile in the cluster of Thiruvananthapuram & Kollam will be considered as belonging to South zone and the Officers with domicile in the cluster of Alappuzha & Kottayam as belonging to the Central zone for the purpose of Online General Transfer.
18. The Middle Level Officers working in the 'Hot Line Maintenance Wing' shall not be normally transferred out before the expiry of bonded period.
19. Middle Level Officers continuing in an office for more than 3 years will be transferred, if valid request for posting to that office is received from another officer having higher index. Whereas, in spite of having higher index, those Officers continuing in an office for more than 5 years will be transferred, if valid request for posting to that office is received from another officer having comparatively lower index.
20. The transfer requests received which could not be considered in the General Transfer due to insufficient vacancies shall be kept pending and the same shall be considered for filling the vacancies subsequently arising before the next General Transfer, subject to eligibility.
21. As far as possible, all transfers (General Transfer and Grievance Redressal Orders) shall be published before 31<sup>st</sup> March, of every year.
22. All transferees shall invariably be relieved within 15 days from the date of issuance of the Final Order, except the Officers working in Generating stations. Failing which, the Officers shall be relieved of from their charges, automatically through the HRIS. However, officers working in Generating Stations, 400/220 KV Substations, LD Stations shall be relieved only with proper substitute arrangement. The IT Wing of KSEBL shall introduce suitable mechanism for ensuring the same, in the HRIS Software. The APAR pertaining to the period in the present office may be prepared and submitted before he/ she is relieved.
23. Trial/ Draft Transfer Order shall be published before issuing the Final Transfer Order, so as to avoid chances of any technical / system errors.
24. In order to get transferred to an assigned post existing in the domicile station/ for being protected within the domicile station itself on eligible grounds, if any; Officers shall submit their online requests relating to the same, through the HRIS, as and when applications for Online General Transfer in respect of the Officers of KSEBL are invited.
25. As far as possible, the Officers who are posted at the Offices situated at districts other than domicile district, during the period in between two consecutive General Transfers, will be

retained at their respective Offices for a limited period of one year, provided such Officers have not completed one year of service in their working Office. However, if any of such Officers apply for transfer in the General Transfer, they should invariably apply for that place also in the online transfer as a choice else they may not be considered for one year protection in that place. A suitable alert in this regard will be given at the time of the submission of online transfer application.

26. With a view to deploy the Officers belonging to the cadres of Assistant Engineers and Senior Superintendents, at various Offices of KSEBL situated within the territory of the State of Kerala, in a judicious manner; Electrical Section Offices, coming under the Distribution Wing of KSEBL, will be ranked purely on the basis of the 'Total number of Consumers'. The list of Section Offices, ranked as mentioned above, will be published in the HRIS, by the Office of the Chief Engineer (HRM), from time to time.
27. Notwithstanding anything contained above, KSEBL reserves the right to transfer or retain any Officer in any place, for the best interest of KSEBL and in exigency of service.

**Orders are issued accordingly.**

**By order of the Full Time Directors  
Sd/-**

**LEKHA G.  
Company Secretary (i/c)**

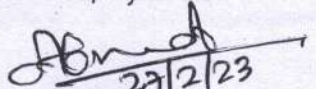
To

The Chief Engineer (Human Resources Management), KSEBL,  
Vydyuthi Bhavanam, Thiruvananthapuram.

Copy to:

All Chief Engineers / Deputy Chief Engineers / Executive Engineers.  
The Financial Adviser / The Chief Internal Auditor / The Company Secretary (i/c).  
The Legal Adviser & Disciplinary Enquiry Officer / The Chief Vigilance Officer.  
The Chief Personnel Officer / The Chief Public Relations Officer.  
TA to Chairman & Managing Director of KSEBL.  
PA to Director (Finance) / TA to Director (T SO, Planning & Safety).  
TA to Director (Distribution, SCM & Information Technology).  
TA to Director [Generation (Electrical) & HRM].  
TA to Director [Generation (Civil)] / TA to Director (REES, Soura, Nilaavu, Sports & Welfare).  
The Deputy Secretary (Administration) / Sr.CA to Secretary (Administration).  
The Fair Copy Superintendent/ Record Section/ Library/ Stock File.

Forwarded/ By Order:

  
23/2/23  
Senior Superintendent

**ANNEXURE - I**

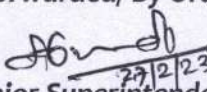
BO(FTD)No . 84/2023 [PS 1 (A) /OLGT- 2023/GL for Middle Level Officers] Dated, TVPM: 27-02-2023

**Clustering of Adjacent Stations**

1	Thiruvananthapuram	Kollam
2	Kollam	Thiruvananthapuram
		Pathanamthitta
		Alappuzha
3	Pathanamthitta	Kollam
		Kottayam
		Alappuzha
		Idukki
4	Alappuzha	Kollam
		Pathanamthitta
		Ernakulam
		Kottayam
5	Kottayam	Idukki
		Pathanamthitta
		Ernakulam
		Alappuzha
6	Idukki	Kottayam
		Ernakulam
		Pathanamthitta
7	Ernakulam	Alappuzha
		Kottayam
		Thrissur
		Idukki

Clustering of Adjacent Stations		
8	Thrissur	Ernakulam
		Palakkad
		Malappuram
9	Palakkad	Thrissur
		Malappuram
		Kozhikkode
10	Malappuram	Palakkad
		Thrissur
		Kozhikkode
11	Kozhikkode	Wayanad
		Malappuram
		Kannur
12	Wayanad	Kozhikkode
		Kannur
13	Kannur	Kasargode
		Wayanad
		Kozhikkode
14	Kasargode	Kannur

Sd/  
LEKHA. G.  
Company Secretary (i/c)

Forwarded/ By Order  
  
27/12/23  
Senior Superintendent

**ANNEXURE - II**

BO(FTD)No. 84/2023 [PS 1 (A) /OLGT- 2023/GL for Middle Level Officers] Dated, TVPM: 27-02-2023

**List of Investigation Offices**


Sl. No.	Office Code	Name of Office
1	1034	Investigation Circle, Thrissur
2	1062	Civil Investigation and Planning, Thiruvananthapuram
3	1111	Investigation Division, Konni
4	1126	Investigation Division, Kozhikkode
5	1334	Meppady Investigation Sub Division
6	1335	Kothamangalam Investigation Sub Division
7	1338	Investigation Sub Division, Kondencheri
8	2309	Investigation Sub Division, Kannur
9	2311	Munnar Investigation Division
10	2314	Munnar Investigation Sub Division
11	2315	Nemmara Investigation Sub Division
12	2316	Nilambur Investigation Sub Division
13	2326	Vadasserikkara Investigation Sub Division.

Sd/-

**LEKHA. G.**

Company Secretary (i/c)

Forwarded/ By Order:

  
27/2/23  
Senior Superintendent

**ANNEXURE – III**

BO(FTD)No . 84/2023 [PS 1 (A) /OLGT- 2023/GL for Middle Level Officers] Dated, TVPM: 27-02-2023

**Generating Stations**

SI No	Office code	Name of office
1	2202	Geneneration Sub Division, Kallada, Thenmala
2	2204	Electrical Maintenance Sub Division, Moozhiyar
3	2205	Mechanical Maintenance Sub Division, Moozhiyar
4	2206	Maintenance Sub Division, Moozhiyar
5	2207	Civil Sub Division, Moozhiyar
6	2208	Turbine Maintenance Sub Division, Moozhiyar
7	2209	Water Conductor Sub Division, Moolamattom
8	2210	Governor System Maintenance Sub Division, Moolamattom
9	2211	Switch Yard Sub Division, Moolamattom
10	2212	Exciter & Controls Sub Division, Moolamattom
11	2213	Transformer Maintenance Sub Division, Moolamattom
12	2214	Generation Maintenance Sub Division, Moolamattom
13	2216	Geneneration Sub Division, Moolamattom
14	2217	Generation Sub Division, Chithirapuram
15	2218	Generation Sub Division Vellathooval
16	2219	Generation Sub Division, Panniyar
17	2221	Generation Sub Division, Sholayar
18	2222	Generation Sub Division,, Poringalkuthu
19	2224	Generation Sub Division, Kakkayam
20	2226	Maintenance Sub Division, Malankara
21	2227	Switch Yard Sub Division, Moozhiyar
22	2290	Generation Sub Division, Kallarkutty
23	2292	SCADA Sub Division, Vellathooval
24	2300	Generation Section, Meenmutty



SI No	Office code	Name of office
25	2301	Operation Sub Division, Moozhiyar
26	2302	Generation Section, Peppara
27	2304	SCADA Governor & Exciter Maintenance Sub Division, Moozhiyar.
28	2321	SHEP Poringalkutthu
29	2329	SHEP Perunthenaruvi
30	2330	SHEP Ranni Perunad
31	2331	SHEP Upper Sengulam
32	2337	Electrical & amp M Sub Division, Sholayar
33	2338	Civil R & amp M Sub Division, Sholayar
34	2339	SCADA Sub Division, Poringalkuthu
35	2340	Mechanical Maintenance Sub Division, Kakkayam
36	2341	Electrical Maintenance Sub Division, Kakkayam
37	2342	SCADA G & amp, E Maintenance Sub Division Kakkayam
38	2344	SHEP Poozhithode
39	2345	SHEP Vilangad
40	2346	Tail Race Power House, Kuttiyadi
41	2347	SHEP Power House, Chimmini
42	2348	Civil Maintenance Section, Chempukadavu
43	2349	Power House Barapole
44	2513	SHEP Section, Urumi
45	2514	SHEP Peechi
46	2852	Tail Race & PSHP Maniyar

Sd/-

LEKHA. G.

Company Secretary (i/c)

Forwarded/ By Order

 29/2/23

Senior Superintendent

**ANNEXURE - IV**

**BO(FTD)No. 84/2023 [PS 1 (A) /OLGT- 2023/GL for Middle Level Officers] Dated, TVPM: 27-02-2023**

*List of Diseases*

Anxiety Disorder Panic
Autism
AWMI
Bipolar Affective Disorder
Bipolar Mood Disorder
Brachial Plexopathy
Carcinoma Breast
Carcinoma Cervix
Carcinoma Lung
Carcinoma naso pharynx with right sided hemiplegia
Carcinoma Prostate
Carcinoma Supraglottis
Cerebral palsy
Cerebrovascular accident, Ischaemic stroke
Cervical disc pro apse
Chronic emotional disorder
Chronic Hepatitis B
Chronic kidney disease
Chronic Kidney disease, reflux nephropathy
Chronic liver disease
Chronic liver disease, cirrhosis, decompensated, portal hypertension, coagulopathy, thrombocytopenia, esophageal varices
Chronic osteomyelitis of Femur
Coronary Artery Disease
Coronary Artery Disease, Acute Coronary Syndrome
Coronary Artery Disease, Cerebrovascular accident
Coronary Artery Disease, Inferior Wall Myocardial Infraction
Coronary Artery Disease, Systemic Hypertension, dyslipidemia
Coronary Artery Disease, Unstable angina, Effort angina
Degenerative disc disease

*List of Diseases*

Digeorge Syndrome, Refracotory seizure secondary to FCD

DM with vertigo

Fibromyalgia, Vascular Headache, hypothyroidsm

Global Developmental Delay, Dandy Walker Malformation

Haemophilia

Hydronephrosis

Hydronephrosis, PUJ Obstruction

Infertility Treatment

Interstitial lung disease, respiratory failure, syst HTN, old AWMI

Ischaemic heart disease, hypertension

Ischaemic stroke

Lumbar Disc Degeneration

Manic depressive psychosis

Mental Retardation, Seizure Disorder

Motor neurone disease, progressive limb weakness

Non-Hodgkin's Lymphoma

Osteoarthritis

Papillary Carcinoma Thyroid

Peptic Ulcer

Pierrie Robin Syndrome Mood Disorder

Post Encephalitic Sequelae

Post Polio Resident Paralysis

Post traumatic stiffness of hip

Progressive limb weakness, motor neuron disease

Prolapse Disc Intervertebral

Prostatitis

Psychiatric treatment

Recurrent depressive disorder

Renal Replantation

Repair and maxillo facial surgery

Sarcoma Uterus


Schezophnenia

Scoliosis DL spine

<i>List of Diseases</i>
Secondary Generalised Dystonia
Seizure Complex Partial
Seronegative Spondyloarthritis with Osteoarthritis (Auto Immune Disease)
Severe lumbar canal stenosis, rheumatoid arthritis
Solitary nodule thyroid and hypothyroidism
Spinal Muscular Atrophy
Stenosis Artery Pulmonary, CAD, TR
Young onset parkinsons disease

The Chief Engineer (HRM) shall submit proposal for modification to the above, if necessary, after conducting discussions with the recognized Associations of Officers.

Sd/-  
**LEKHA. G.**  
Company Secretary (i/c)

Forwarded/ By Order  
  
27/12/23  
Senior Superintendent

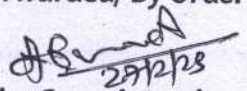
**ANNEXURE - V****BO(FTD)No. 84 /2023 [PS 1 (A) /OLGT- 2023 /GL for Middle Level Officers] Dated, TVPM: 27-02-2023**

<b>Sl. No.</b>	<b>List of Hospitals</b>
1	A J Hospital, Mangalore
2	AKG Memorial Hospital, Kannur
3	Al Shifa Hospital, Perinthalmanna
4	Amala Institute of Medical Science, Thrissur
5	Amrita Cancer Institute, Edappally
6	Amrita Institute of Medical Sciences, Edappally
7	Ananthapuri Hospitais & Research Institute, TVPM
8	Aravind Eye Hospital, Madurai, Tamil Nadu
9	Bharath Hospital, Kottayam
10	Cardinal Speciality Hospital, Kottayam
11	Christian Medical College, Velloor, Tamil Nadu
12	Credence Hospital, Thiruvananthapuram
13	CSI Medical College, Karakonam
14	Dhanalakshmi Hospital, Kannur
15	EMS Hospital, Perinthalmanna
16	Ganga Hospital. Coimbathur.
17	General Hospital, Alapuzha
18	General Hospital, Ernakulam
19	General Hospital, Kasaragod
20	General Hospital, Neyyattinkara
21	General Hospital, Thalassery
22	General Hospital, TVPM
23	Govt. Ayurveda Medical College, Kottakkal
24	Govt. Homeo Medical College, Kozhikode
25	Govt. Maharaja's Hospital, EKM
26	Govt. TD Medical College, Alapuzha
27	Govt. W&C Hospital, Thycaud
28	Gowreesa Hospital, TVPM
29	Holy Cross Hospital, Kollam
30	ICCONS, Shoranur
31	ICH, Arpookkara, Kottayam.
32	Idukki District co-operative hospital, Thodupuzha
33	Indira Gandhi Co-operative Hospital, Thalassery
34	Indo American Hospital, Vaikom
35	Jubilee Mission Hospital, Thrissur
36	Karithas Hospital, Thellakam, Kottayam

Sl. No.	List of Hospitals
37	KIMS, TVPM
38	Kinder Women's Hospital & Fertility Centre, Cherthala
39	KMC, Mangalore
40	Koyili Hospital, Kannur
41	Laekshore Hospital, Ernakulam
42	Lissie Hospital, Ernakulam
43	Malabar Cancer Centre, Thalassery
44	Matra Hospital, Thellakam, Kottayam
45	Medical College, TVPM
46	Medical Trust Hospital, Ernakulam
47	Mental Hospital, TVPM
48	Mitra Hospital, Thachottukavu
49	NS Memorial Institute of Medical Sciences, Kollam
50	Pariyaram Medical College
51	Pariyaram Medical College, Kannur
52	Pushpagiri Medical College, Thiruvalla
53	RCC, TVPM
54	RIMS, Erattupetta
55	Sahrudaya hospital, Thathampally, Alapuzha
56	Samad Hospital, Thiruvananthapuram
57	Saraswathy Hospital
58	SAT Hospital, TVPM
59	Sri Chitra Tirunal Institute, TVPM
60	SUT Hospital, Pattom
61	Taluk Head Quarters Hospital, Cherthala
62	Thejaswini, Mangalore
63	All Government Hospitals and Medical Colleges not listed above

The Chief Engineer (HRM) shall submit proposal for modification to the above, if necessary, after conducting discussions with the recognized Associations of Officers.

Sd/-  
LEKHA. G.  
Company Secretary (i/c)

Forwarded/ By Order  
  
29/12/23  
Senior Superintendent